

# An Garda Síochána

Oifig Saorála Fáisnéise,  
An Garda Síochána, Teach áth Luimnigh,  
Lárionad Gnó Udáras Forbartha Tionscail,  
Baile Sheáin, An Uaimh,  
Contae na Mí.  
C15 DR90



Freedom of Information Office,  
An Garda Síochána, Athlumney House,  
IDA Business Park,  
Johnstown, Navan,  
Co Meath.  
C15 DR90

Teileafón/Tel: (046) 9036350

Bí linn/Join us  

Láithreán Gréasain/Website:  
[www.garda.ie](http://www.garda.ie)

Ríomh-phoist/Email: [foi@garda.ie](mailto:foi@garda.ie)

## Re: Freedom of Information Request FOI-000057-2023 Request Granted

*Dear*

I refer to your request, dated 1<sup>st</sup> February, 2023 and received on 2<sup>nd</sup> February, 2023 which you have made under the Freedom of Information Act 2014 (FOI Act) for records held by An Garda Síochána.

Part 1(n) of Schedule 1 of the FOI Act states that An Garda Síochána is listed as a partially included agency "insofar as it relates to administrative records relating to human resources, or finance or procurement matters". Therefore, only administrative records that relate to human resources, finance or procurement shall be considered.

Your request sought:

*Under the FOI Act 2014, I am seeking the following:*

- *a copy of the data that issued in response to the following FOI request but updated to cover the calendar year 2022:*  
<https://www.garda.ie/en/information-centre/freedom-of-information/decision-log/decision-letter-foi-000408-2019.pdf>

*I would prefer to receive this information electronically, ideally in its original electronic format.*

- *The number of complaints of workplace bullying of gardaí received by An Garda Síochána in 2022 - along with the number of these (in each year) that were sent forward for investigation, and the number of which resulted in disciplinary action, and information on the nature of the disciplinary action. I would also like a breakdown by gender of all of the above stats.*
- *The number of complaints of workplace harassment of gardaí received by An Garda Síochána in 2022 - along with the number of these (in each year) that were sent forward for investigation, and the number of which resulted in disciplinary action, and information on the nature of*

*the disciplinary action. I would also like a breakdown by gender of all of the above stats.*

- The number of complaints of workplace sexual harassment of gardaí received by An Garda Síochána in 2022 - along with the number of these (in each year) that were sent forward for investigation, and the number of which resulted in disciplinary action, and information on the nature of the disciplinary action. I would also like a breakdown by gender of all of the above stats.*

I wish to inform you that I have decided to grant your request on the 15<sup>th</sup> February, 2023.

### **1. Findings, particulars and reasons for decision**

Upon receipt, your request was forwarded to the Human Resource Management (HRM) Section of An Garda Síochána. HRM have provided records to this Office in response to your request. The tables below provide the details of the records as requested

<b>Stats for Bullying within AGS</b>	<b>2022</b>	<b>Total</b>
<b>Male Complaints Received</b>	<b>9</b>	<b>9</b>
<i>Forward for Investigation</i>	<i>7</i>	<i>7</i>
<i>Ongoing Investigation Inc. Appeal</i>	<i>4</i>	<i>4</i>
<i>Complaint after Investigation Upheld</i>	<i>0</i>	<i>0</i>
<i>Complaint after Investigation Not Upheld</i>	<i>2</i>	<i>2</i>
<i>Mediation Took Place in Lieu of Investigation</i>	<i>2</i>	
<i>Withdrawn</i>	<i>2</i>	<i>2</i>
<i>Not Deemed B&amp;H Under the Policy</i>	<i>1</i>	<i>1</i>
<b>Female Complaints Received</b>	<b>8</b>	<b>8</b>
<i>Forward for Investigation</i>	<i>8</i>	<i>8</i>
<i>Ongoing Investigation Inc. Appeal</i>	<i>8</i>	<i>8</i>
<i>Complaint after Investigation Upheld</i>	<i>0</i>	<i>0</i>
<i>Complaint after Investigation Not Upheld</i>	<i>0</i>	<i>0</i>
<i>Mediation Took Place in Lieu of Investigation</i>	<i>0</i>	<i>0</i>
<i>Withdrawn</i>	<i>0</i>	<i>0</i>
<i>Not Deemed B&amp;H Under the Policy</i>	<i>0</i>	<i>0</i>
<b>Total by Year (Complaints Received)</b>	<b>17</b>	<b>17</b>
<b>Total Forward for Investigated</b>	<b>15</b>	<b>15</b>
<b>Total Ongoing Investigation Inc. Appeal</b>	<b>12</b>	<b>12</b>
<b>Total Complaint Upheld</b>	<b>0</b>	<b>0</b>
<b>Total Complaint Not Upheld</b>	<b>2</b>	<b>2</b>
<b>Total Mediation Took Place</b>	<b>2</b>	<b>2</b>
<b>Total Withdrawn</b>	<b>2</b>	<b>2</b>
<b>Total not Deemed B&amp;H under the Policy</b>	<b>1</b>	<b>1</b>



<b>Stats for Harassment within AGS</b>	<b>2022</b>	<b>Total</b>
<b>Male Complaints Received</b>	<b>0</b>	<b>0</b>
<i>Forward for Investigation</i>	<b>0</b>	<b>0</b>
<i>Ongoing Investigation Inc. Appeal</i>	<b>0</b>	<b>0</b>
<i>Complaint after Investigation Upheld</i>	<b>0</b>	<b>0</b>
<i>Complaint after Investigation Not Upheld</i>	<b>0</b>	<b>0</b>
<i>Mediation Took Place in Lieu of Investigation</i>	<b>0</b>	<b>0</b>
<i>Withdrawn</i>	<b>0</b>	<b>0</b>
<i>Not Deemed B&amp;H Under the Policy</i>	<b>0</b>	<b>0</b>
<b>Female Complaints Received</b>	<b>0</b>	<b>0</b>
<i>Forward for Investigation</i>	<b>0</b>	<b>0</b>
<i>Ongoing Investigation</i>	<b>0</b>	<b>0</b>
<i>Complaint after Investigation Upheld</i>	<b>0</b>	<b>0</b>
<i>Complaint after Investigation Not Upheld</i>	<b>0</b>	<b>0</b>
<i>Mediation Took Place in Lieu of Investigation</i>	<b>0</b>	<b>0</b>
<i>Total Withdrawn</i>	<b>0</b>	<b>0</b>
<i>Total Not Deemed B&amp;H Under the Policy</i>	<b>0</b>	<b>0</b>
<b>Total by Year</b>	<b>0</b>	<b>0</b>
<b>Total Forward for Investigated</b>	<b>0</b>	<b>0</b>
<b>Total Ongoing Investigation</b>	<b>0</b>	<b>0</b>
<b>Total Complaint Upheld</b>	<b>0</b>	<b>0</b>
<b>Total Complaint Not Upheld</b>	<b>0</b>	<b>0</b>
<b>Total Mediation Took Place</b>	<b>0</b>	<b>0</b>
<b>Total Withdrawn</b>	<b>0</b>	<b>0</b>
<b>Total not Deemed B&amp;H under the Policy</b>	<b>0</b>	<b>0</b>
<b>Stats for Sexual Harassment within AGS</b>	<b>2022</b>	<b>Total</b>
<b>Male Complaints Received</b>	<b>0</b>	<b>0</b>
<i>Forward for Investigation</i>	<b>0</b>	<b>0</b>
<i>Ongoing Investigation Inc. Appeal</i>	<b>0</b>	<b>0</b>
<i>Complaint after Investigation Upheld</i>	<b>0</b>	<b>0</b>
<i>Complaint after Investigation Not Upheld</i>	<b>0</b>	<b>0</b>
<i>Mediation Took Place in Lieu of Investigation</i>	<b>0</b>	<b>0</b>
<i>Withdrawn</i>	<b>0</b>	<b>0</b>
<i>Not Deemed B&amp;H Under the Policy</i>	<b>0</b>	<b>0</b>

<b>Female Complaints Received</b>	<b>0</b>	<b>0</b>
<i>Forward for Investigation</i>	0	0
<i>Ongoing Investigation Inc. Appeal</i>	1	1
<i>Complaint after Investigation Upheld</i>	0	0
<i>Complaint after Investigation Not Upheld</i>	0	0
<i>Mediation Took Place in Lieu of Investigation</i>	0	0
<i>Withdrawn</i>	0	0
<i>Not Deemed B&amp;H Under the Policy</i>	0	0
<b>Total by Year</b>	<b>0</b>	<b>0</b>
<b>Total Forward for Investigated</b>	<b>0</b>	<b>0</b>
<b>Total Ongoing Investigation Inc. Appeal</b>	<b>1</b>	<b>1</b>
<b>Total Complaint Upheld</b>	<b>0</b>	<b>0</b>
<b>Total Complaint Not Upheld</b>	<b>0</b>	<b>0</b>
<b>Total Mediation Took Place</b>	<b>0</b>	<b>0</b>
<b>Total Withdrawn</b>	<b>0</b>	<b>0</b>
<b>Total not Deemed B&amp;H under the Policy</b>	<b>0</b>	<b>0</b>

<b>Totals for all 3 behaviours</b>	<b>2022</b>	<b>Total</b>
<b>Overall Total for All 3 Behaviours</b>	<b>17</b>	<b>17</b>
<b>Total Forward for Investigation</b>	<b>15</b>	<b>15</b>
<b>Total Ongoing Investigation Inc. Appeal</b>	<b>13</b>	<b>13</b>
<b>Total Complaint Upheld</b>	<b>0</b>	<b>0</b>
<b>Total Complaint Not Upheld</b>	<b>2</b>	<b>2</b>
<b>Total Mediation Took Place</b>	<b>2</b>	<b>1</b>
<b>Total Withdrawn</b>	<b>2</b>	<b>2</b>
<b>Total not Deemed B&amp;H under the Policy</b>	<b>0</b>	<b>0</b>

Please be advised that the records provided in this request may differ from those provided in previous Freedom of Information requests due to the reclassification of a complaint or the resolution of a complaint through mediation.

Your request also sought 'the number of investigations which resulted in disciplinary action, and information on the nature of the disciplinary action'. This office has been advised that none of the investigations resulted in disciplinary action due to the fact that only five have been completed to date. Two of these were referred to Mediation, one was not deemed Bullying and Harassment and two were not upheld.

## **2. Right of Appeal**

In the event that you are not happy with this decision you may seek an Internal Review of the matter by writing to the address below and quoting reference number **FOI-000057-2023**.

***Freedom of Information Office, An Garda Síochána, Athlumney House, IDA Business Park, Johnstown, Navan, Co. Meath C15 DR90***

Please note that a fee applies. This fee has been set at €30 (€10 fee for a Medical Card holder). Payment should be made by way of bank draft, money order, postal order or personal cheque, and made payable to Accountant, Garda Finance Directorate, Garda Headquarters, Phoenix Park, Dublin 8.

Payment can be made by electronic means, using the following details:

**Account Name:** An Garda Síochána Imprest Account

**Account Number:** 30000302

**Sort Code:** 951599

**IBAN:** IE28DABA95159930000302

**BIC:** DABAIE2D

**You must ensure that your FOI reference number (FOI-000057-2023) is included in the payment details.**

You should submit your request for an Internal Review within 4 weeks from the date of this notification. The review will involve a complete reconsideration of the matter by a more senior member of An Garda Síochána and the decision will be communicated to you within 3 weeks. The making of a late appeal may be permitted in appropriate circumstances.

Please be advised that An Garda Síochána replies under Freedom of Information may be released in to the public domain via our website at [www.garda.ie](http://www.garda.ie).

Personal details in respect of your request have, where applicable, been removed to protect confidentiality.

Should you have any questions or concerns regarding the above, please contact the FOI Office by telephone at (046) 9036350.

Yours sincerely,



ASSISTANT PRINCIPAL

PAUL BASSETT

FREEDOM OF INFORMATION OFFICER



FEBRUARY, 2023